

ABSTRACT

The purpose of this study was to determine the Influence of Organizational Commitment and Work Environment on Employee Performance with Job Satisfaction as an Intervening Variable in the Perinatology and Pediatric Room at RSUD M.Natsir, Solok City. The method of data collection was by survey and distributing questionnaires with a sample of 38 employees. The analysis method used was Partial Least Squares Structural Equation Modeling (SMART-PLS).

The results of the data analysis concluded that (1) a positive and significant influence was obtained between Organizational Commitment and Job Satisfaction, (2) a positive and significant influence was obtained between the Work Environment and Job Satisfaction, (3) a positive and significant influence was obtained between Organizational Commitment and Employee Performance, (4) a positive and significant influence was obtained between the Work Environment and Employee Performance, (5) a positive and significant influence was obtained between Job Satisfaction and Employee Performance, (6) it was found that Organizational Commitment did not have a significant influence on Employee Performance through Job Satisfaction as an intervening factor, (7) it was found that the Work Environment did not have a significant influence on Employee Performance through Job Satisfaction as an intervening factor.

Keywords : Employee Performance, Organizational Commitment, Work Environment, Job Satisfaction

ABSTRAK

Tujuan penelitian ini adalah untuk mengetahui Pengaruh Komitmen Organisasi Dan Lingkungan Kerja Terhadap Kinerja Pegawai Dengan Kepuasan Kerja Sebagai Variabel Intervening Di Ruang Perinatologi Dan Anak Pada Rsud M.Natsir Kota Solok. Metode pengumpulan data dengan survey dan mengedarkan kuesioner dengan jumlah sampel 38 orang pegawai. Metode analisis yang digunakan adalah *Partial Least Squares Structural Equation Modeling* (SMART-PLS).

Hasil analisis data menyimpulkan, (1) Didapatkan pengaruh positif dan signifikan antara Komitmen Organisasi terhadap Kepuasan Kerja, (2) Didapatkan pengaruh positif dan signifikan antara Lingkungan Kerja terhadap Kepuasan Kerja, (3) Didapatkan pengaruh positif dan signifikan antara Komitmen Organisasi terhadap Kinerja Pegawai, (4) Didapatkan pengaruh positif dan signifikan antara Lingkungan Kerja terhadap Kinerja Pegawai, (5) Didapatkan pengaruh positif dan signifikan antara Kepuasan Kerja terhadap Kinerja Pegawai, (6) Didapatkan Komitmen Organisasi tidak berpengaruh signifikan terhadap Kinerja Pegawai melalui Kepuasan Kerja sebagai intervening, (7) Didapatkan Lingkungan Kerja tidak berpengaruh signifikan terhadap Kinerja Pegawai melalui Kepuasan Kerja sebagai intervening.

Kata kunci : Kinerja Pegawai, Komitmen Organisasi, Lingkungan Kerja, Kepuasan Kerja